



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

March 13, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of March 9, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 426 employees at KDMC. Of this number, 218 actions have resulted in discharges or resignations. A total of 51 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed five cases and have opened ten additional cases. As a result, our open caseload is currently 57 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians and six involve nurses. Two of the nursing cases relate to substandard attendance; one case relates to failure to follow instructions and policies; and three cases relate to notifications from the Department of Justice regarding possible criminal histories. All six cases are currently being administratively investigated.

RECRUITMENTS

On Saturday, March 11, 2006, KDMC Nurse Recruiters attended a Spring Educational and Recruitment Event at LAC+USC Medical Center hosted by the Department of Health Services. On Monday, March 13, 2006, KDMC will host a tour for 42 second-year nursing

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Each Supervisor
March 13, 2006
Page 2

students enrolled in the East Los Angeles College Registered Nursing Program. The students will have an opportunity to meet with hiring managers and visit each of the nursing units. They will also be encouraged to apply for Senior Student Nurse Worker positions.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Joanne Sturges
John R. Cochran III
Antionette Smith Epps

H:KDMC HR Status Report FINAL 031306

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 03/09/06

Dated: 3/9/2006

| | |
|------------------|-----|
| Closed Cases - | 791 |
| Open Cases - | 57 |
| Referred Cases - | 12 |
| Grand Total = | 860 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|--|----------------------------|--------------------------------------|----------------------------|----------------|-----------------|------------|
| <u>Formal discipline:</u> | | | | | | |
| Discharges | 10 | 3 | 29 | 0 | 28 | 70 |
| Discharges of Probationers | 0 | 5 | 6 | 1 | 9 | 21 |
| Suspensions (6 - 30 Days) | 4 | 11 | 45 | 4 | 34 | 98 |
| Suspensions (1 - 5 Days) | 9 | 7 | 22 | 1 | 16 | 55 |
| Reprimands | 7 | 2 | 22 | 2 | 14 | 47 |
| Warnings | 0 | 1 | 1 | 3 | 3 | 8 |
| Resignations in Lieu of Administrative Action | 19 | 9 | 31 | 6 | 10 | 75 |
| Release of Temporary Employee | 11 | 1 | 32 | 0 | 7 | 51 |
| Medical Release | 0 | 0 | 0 | 0 | 1 | 1 |
| Subtotal | 60 | 39 | 188 | 17 | 122 | 426 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|---|----------------------------|--------------------------------------|----------------------------|----------------|-----------------|------------|
| Non-Disciplinary ⁴ Corrective Actions | 23 | 9 | 38 | 43 | 29 | 142 |
| Total Actions Taken | 83 | 48 | 226 | 60 | 151 | 568 |

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 03/09/06

Dated: 3/9/2006

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| <u>Formal discipline:</u> | | | | |
| Discharges | 8 | 2 | 0 | 10 |
| Discharges of Probationers | 0 | 0 | 0 | 0 |
| Suspensions (6 - 30 Days) | 3 | 1 | 0 | 4 |
| Suspensions (1 - 5 Days) | 7 | 2 | 0 | 9 |
| Reprimands | 5 | 2 | 0 | 7 |
| Warnings | 0 | 0 | 0 | 0 |
| Resignations in Lieu of Administrative Action | 17 | 1 | 1 | 19 |
| Release of Temporary Employee | 11 | 0 | 0 | 11 |
| Medical Release | 0 | 0 | 0 | 0 |
| Subtotal | 51 | 8 | 1 | 60 |

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| Non-Disciplinary Corrective Actions | 21 | 1 | 1 | 23 |
| Total Actions Taken | 72 | 9 | 2 | 83 |